

SCPD EMPLOYMENT FIRST OVERSIGHT COMMISSION
NOVEMBER 13, 2018
SMYRNA REST AREA, SMYRNA

Present: Lloyd Schmitz, Chair, Council on Blind/SCPD; Marissa Catalon, DDDS; Andrea Guest, DVR; Emmanuel Jenkins, DDC; Dale Matusевич, DOE; Jackeline Saez-Rosario, Advocate; Ron Sarg, DCVA/MOAA; Cindy Sterling, ServiceSource/AND; John McNeal, SCPD; and Amber Rivard, Support Staff.

Guests: Deborah Bradl, DHSS/DVI; Laura Strmel, SJCS; and Genelle Taylor, DSAMH.

Absent: Elisabeth Furber, CLASI/DLP; Thomas Hall, DSS Deputy Director/DHSS; Julie Petroff, DOL-Division of Industrial Affairs (DIA); Sandy Reyes, Department of Human Resources; and Rick Kosmalski, DDC.

CALL TO ORDER/Introductions/Approval of October 9th Minutes

Lloyd called the meeting to order at 9:40 am. Everyone introduced themselves. The October 9th minutes were reviewed. Ron motioned for approval of the October minutes. It was seconded the motion. The October 9th minutes were approved as submitted.

ADDITIONS OR DELETIONS TO THE AGENDA

None

BUSINESS

Employment First State Leadership Mentoring Program (for Subject Matter Expert)

Lloyd stated there were many previous discussions on building capacity. Building capacity should be the main focus for the subject matter expert (SME). Lloyd asked if any member of the Commission had any additional comments regarding the topic of discussion. Marissa commented that they provided minimal change to the Employment First State Leadership Mentoring Program (EFSLMP). It is still regarded as EFSLMP, even though they created a new name. The program added provider opportunities to increase competitive employment. Two different paths were mentioned with one for intensive technical assistance (TA) where the program works together with the State one-on-one to identifying a SME who will assist the State in identifying the plan. The other path is the Vision Quest (VQ) that is pairing the State up with another state (or applicants) to work on identifying policy issues. This year four approaches were mentioned and are all around capacity building and provider transformation. In the past, there were different areas, but are focusing on the two paths mentioned above for this year.

Two briefs were published in the previous year and are the faces for a couple of the strategic areas. The first brief was reviewing the National Employment First Strategic Policy Framework that contains strategies and tools for states and federal agencies that want to integrate Employment First into their program. They want states to consider how well their state is

designed to implement (or has implemented) expectations under the Americans with Disabilities Act (ADA). The second one is criteria for performance of excellence in employment first state systems change provided transportation. The request that State uses the alternative criteria for performance of systems. This second briefing develops set of goals, implementing the development of a plan, working together with providers accessing the Workforce, analyzing data and other specifics. Marissa clarified that since VQ is a small group that will work on policy issues, a small group of other state provider transitions will be working together on providing better transformation of providers. The due date for these was November 16th. Marissa shared her concern on the application for the Commission and what would we want to accomplish as main priorities/goals that focuses on the given objectives of the two briefings. Laura Strmel asked for clarification on if the SME is assigned depending on what is proposed. Marissa clarified that we chose the SME.

Andrea stated that she had met and discussed with Secretary Cade for this Commission to focus on the original intent of the group. She added that we must ask if we want to focus more on how to change the state policy so that there is no more minimum wage. Only one or two providers are providing minimum wage services and they are looking to phase out in the coming years. Andrea asked if we start preparing for no more minimum wage now or wait until it does happen, and not have anything in place of it. John re-identified what was said at the retreat which is that this Commission is less to embark on policies as it is to embark on oversight. The main focus of the Commission is to be focused on being an oversight group that reviews data, and what is being placed across the State rather than trying to transform policy. Lloyd spoke about what Rita added to the retreat was to breakdown what was in the legislation and highlighted what she believed to be the focus of the Commission. Andrea asked what “oversight” they have authority over. John clarified that it would be overseeing the recommendations from the Annual Report.

Lloyd asked what the Commission thinks about EFSLMP on moving forward, and if they are, how will they accomplish the next steps. Laura commented that they talked a lot about capacity building from the previous year. Lloyd added that they had discussion, but had not accomplished anything. He asked if the legislation had increased the providers of charges. Marissa explained that the legislation that had passed, the State agreed if providers did the work, they would be funded 100%. In the past year, there was an additional \$400 along with Medicaid funds. That is only 81.2% of the benchmark goal and it affected capacity building. Lloyd suggested to the Commission that capacity building should be the main focus of the group rather than EFSLMP due to not getting it all done in three days. He asked what they should do to move capacity building forward. Marissa commented about accessing providers’ capacity in serving those interested in employment (i.e., DDDS). She clarified that one of the national core indicators was a survey DDDS conducts on an annual basis to evaluate the service recipients and level of satisfaction of services. Over the past 3 cycles, between 68% – 73% of individuals surveyed expressed that it was not working. Marissa asked about the barriers for assisting more people that are interested in going to work. A member commented that it all comes back to capacity, rates, people that need more ongoing support.

A suggestion was made to develop a tool that would be presented to providers that focuses on the areas of capacity building that are preventing them from moving forward. Andrea added that it has been presented before. Lloyd clarified that the Commission has something from the federal

government on the SME. He asked if it can be accomplished in three days. Laura commented that the proposal is answering those specific questions and it would not hold anything back, but the Commission needs to focus on what they want to say. The SME could assist with is that employment takes a certain skill set than people in the disability community are used to doing (i.e., marketing, salesmanship), interfacing with the disability community in a way that helps with capacity building (i.e.; training modules for existing providers). Lloyd stated that it could be a task more suited for the State Training Office in contributing for improving capacity. Andrea commented that George Tilson's Boot Camp is paid by DVR. Laura commented that it comes back around to recruiting employment specialists/ professionals. She added that she had gone to an employment training boot camp, but it was limited to three days a year. Lloyd asked if this could be seen more often. Laura agreed to see this training more often, but they try pulling from different areas of the disability world or DSP world and it is a challenging experience speaking with a manager in customizing a position for them to work in the employment environment. It would be great for more days per year for boot camp, but Andrea commented that DVR is limited and cannot afford it.

Laura stated that in terms of capacity, if there is the right personnel for the job, then there would be better success in the service. Andrea viewed from a provider aspect in how would it be managed so that employed people have decent wages, work environment, provide better quality services for those with more intensive needs, and how to make it physically work. She added that there are ways to obtain grants or moneys in order to move forward in capacity building. Laura added that in some parts of the country, providers keep the EFSLMP service, but add-on Ability One contracts or other type of services to support their business. Lloyd asked what would be the next step. Marissa added that the Commission could draft up a report or document that could be shared with legislators on what it would take to move forward.

Another potential option that was suggested would involve the struggling of identifying data elements. Marissa suggested that the Commission could ask the SME to assist in identifying the data elements from various entities that are critical to the capacity building process. The Commission could then work with providers on what data should be gathered, and how it is gathered that moves it forward with employment services for people with disabilities. Andrea commented that she is not in favor of gathering data from providers due to new data from DVR and that they started changing their performance measures, and it being in the first quarter of reporting new data. Marissa added that Andrea could discuss what data is being collected and how DVR is measuring success/progress of just their own agency instead of capturing new set of data. It would be strategic to coordinate with the other agencies in what data they are capturing and how they are measuring the success of their agency. Andrea commented that it gets confusing with collecting data that overlaps with another agency's data depending on the questions being asked. She added that the Commission could start with collecting data of people with disabilities working and people without disabilities that want to work, then figure out the data elements we want to review. Laura asked what would be the first thing on the application that we want from the SME. Marissa clarified that it should be specific about the desired outcomes the Commission wants out of the SME.

Laura asked the last time the Commission had assistance on the State sponsored workshops and offering transitioning people out of the workshops, was it fulfilled to its full extent. There was a

workshop that transitioned out at that time due to technical assistance. Laura asked if we know what the people, who were in the workshop are doing now. A Commission member commented that they have all moved to DVR programs. Deb commented that she likes the idea of the VQ better due to small agencies working with other state agencies and gain ideas for what to do or how to fund it. Marissa added that VQ policy working group model brings a small group of states together to work with SMEs intensely on one area of policy necessary to achieve employment first in this state. A three phased approach: analysis, development, and implementation in a time limited virtual and facilitated working group structure supplemented by one on one consulted assembly of calls in each state. Andrea added that the Commission did this before on the mental health viewpoint and DSAMH did not participate.

Marissa commented that if the Commission chose the VQ model, they would still have to identify policy and what are the outcomes. Laura commented that the Commission should have a goal of increasing employment of people with disabilities by 30%. Marissa added that they would have to ask how the providers are measuring the data. Laura commented that they can look at different capacity, public training, etc. Andrea commented that it would be hard to count the number of people with disabilities who are participating in employment services, but not based on data alone. John added that some of the people with disabilities searching for employment that are not self-identified as having a disability.

Marissa stated that VQ has four areas:

- Mental Health and Employment
- Workforce Innovation and Opportunity Act (WIOA) Implementation- WIOA regulations and introduction of various new administrative policies and guidance system necessity, timely interest on incorporating the Workforce development system into the state employment first strategy. This requires state participants with key housing decision makers from DVR and Workforce Investment systems as well as education and mental health Medicaid. Examples of potential milestones are cooperative agreements and or focuses on policy between DVR Workforce Investment with other state agencies in creating developmental services and support for job seekers with disabilities, draft policy recommendations, guidance in products related to strengthening the role of investment in DVR workforce systems and implementing employment first strategies, and creation of multiple documents implementing WIOA standard 511. A Commission member commented that this would be better to follow and would be what they need for legislation. Andrea agreed that this goes well with the Commission.
- State as a Model Employer
- Statewide Employment First Strategic Planning- Should be made an interest in reminding states of their implemented state policies as intended to advance community integrated employment, and meeting their goals according to established timelines and outcome measures. Required state team participants in key policy decision makers within both DVR Workforce Investment systems and key decision makers from Education Mental Health Medicaid and Adult Services. Examples of potential outcomes are organizing an

employment task force committed in guiding the development of Statewide Employment First Implementation, develop a cross-agency strategic planning produced by other state agencies to align in coordinating their service deliveries across systems, identify and develop policies needed to implement the statewide strategic plans.

Lloyd asked what we are moving forward and how will this program be moved forward. Cindy commented that it is more doable to move forward with the WIOA Implementation as a realistic goal for the Commission. Andrea added that it includes everybody along with DSAMH and DMMA. Marissa clarified that the WIOA Implementation requires mental health participants, DVR, workforce investment, education, and Medicaid. Laura asked if the outcomes are adherent to the WIOA standards. Marissa clarified that they were just examples of what the Commission could accomplish and re-stated what was mentioned as examples. Laura commented that she favored the multiple documents from other agencies to implement the WIOA standards. A recommendation was made to move WIOA implementation forward. Laura asked if the application language is accessible online. Marissa clarified that the application is accessible to people online. Andrea suggested including the Kentucky Innovation Center and it would give an excellent pathway to WIOA. She added about sitting on the Workforce Investment Board and that it would be nice to have a project to discuss with them.

Lloyd asked if there any other areas to include. Andrea motioned to move the WIOA implementation area forward. Marissa seconded the motion. Motion was carried.

Annual Report

Lloyd asked how the Commission will complete the Annual Report and who will be coordinating all the information. John commented that in previous years, the Report was built into the SCPD Council's Annual Report. The Annual Report is due by the end of the fiscal year and was misunderstood as being due by the end of the calendar year. There is no immediate due date for the Report and would be due June 30th, 2019.

Lloyd added that the Commission should review what data the Commission has collected so far. Dale commented that by the December meeting, the data from DOE will be ready to be inputted into the Report.

OTHER BUSINESS

None

PUBLIC COMMENT

None

ANNOUNCEMENTS

John stated that SCPD will be adding another staff member, a Deputy Director. He had not determined when it will take place, but it may be in the next few months or weeks. The WIOA and Commission area may be viewed by the Deputy Director.

Lloyd commented that DSAMH, DVI and DMMA should be a part of the Commission. John commented that next year, they will add new Commission members.

John stated that he wanted Rita Landgraf to attend the December 11th meeting, but he received an email from her staff cannot attend until January. She may be available another day of the week in December to review the EFOC Retreat with them and asked if they could move the meeting date to another week. Lloyd commented that the Commission would need to find out who the Chair and Co-Chair of the Commission will be for 2019. He added that the Commission should also include discussion of federal assistance of the SME.

John commented that Rita had provided a detailed summary of the EFOC Commission (step by step). Cindy requested that the Commission have a copy of the detailed summary to review prior to the January meeting. The meeting on the 11th will be a shorter meeting due to only having two agenda items.

December 12th is the DVR Transition Conference.

The LIFE Conference will be held at Dover Downs Hotel and Casino, Dover on January 31st. A flyer had been sent encouraging people with disabilities to attend the conference. Emmanuel added that this conference would include a slideshow that highlights success stories for people with disabilities that are employed. Only one success story has been applied so far, and Emmanuel asked if the Commission members knew of any success stories from Delaware to please email it to him. Lloyd suggested that Emmanuel contact Ernie Dianastasis from The Precisionists to see if he has any success stories to contribute. John added that DelDOT, Bayhealth and Christiana Care have all had successful programs for people with disabilities obtaining employment through Project SEARCH. Emmanuel commented that he will limit it to 12 success stories. Lloyd suggested that they be selected throughout the State.

ADJOURNMENT

Lloyd motioned to adjourn the meeting. Ron seconded the motion. The meeting was adjourned at 11:09 am.

Respectfully submitted,

Amber Rivard
Administrative Specialist